



Work-home interface in a cross cultural context

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What is work-home interface?



- Work-home interface (WHI)
 - Types of WHI
 - work-home conflict (WHC), work-home enrichment (WHE)
 - home-work conflict (HWC), home-work enrichment (HWE)
 - Negative WHI associated with poor health and organisational outcomes (e.g. burnout)
 - Positive WHI associated with positive health and organisational outcomes (e.g. job satisfaction)

Why cross cultural studies in work- related health research?

- In other areas importance of cross cultural studies long acknowledged
 - E.g. studying prevalence of illnesses across countries (think of: HIV, flue, tuberculosis etc)
 - Understanding who is at risk, when is the person at risk
- Understanding the role of culture important for:
 - Comparison of results
 - Intervention programs
 - Policy-making decisions



What do we know from comparative research about WHI?



- Prevalence:
 - WHC > frequent than HWC
 - both similarities and differences in WHC between countries found
- Antecedents:
 - Work demands, family demands related to WHC
 - Differences in associations (sign, significance)
- Outcomes:
 - WHC related to poor health and organisational outcomes
 - Differences in associations (sign, significance)

What are its limitations, what can we learn from it?

1. Heterogeneity of samples
 - >homogeneity of samples
2. Non validated instruments for WHI
 - >use validated scales
3. Different sample sizes
 - >roughly similar
4. Differences in levels of predictors
 - >control for them



What are its limitations, what can we learn from it?

5. Culture not 'tested'

->check sample differences for culture

6. Gender in the analyses often missing

->include gender, gender roles, values

7. Threshold for reporting difficulties unknown

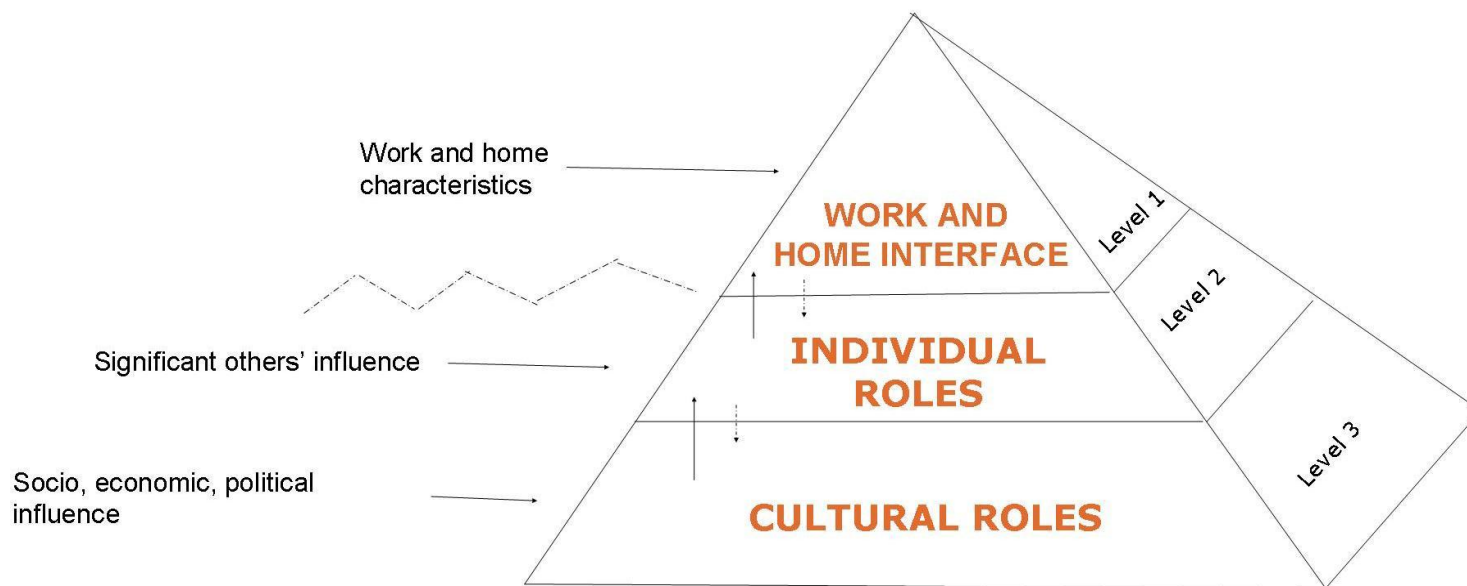
->check differential item functioning

8. Conceptualisation of WHI in a cross-cultural context

->Pyramid (next slide)



What do we gain from new conceptualisation of WHI?



Pyramid of work-home interface, individual and cultural roles

Implications for future research

- Quantitative methods



- Qualitative methods



Context of the PhD study

- Socio-political context
- Labour participation of women
- Provision of childcare facilities on national level
- Gender roles



Brief overview of the research project

- 3 countries: The Netherlands, Serbia, Malta
- Quantitative data collection
 - Demographics, work and home demands, work and home resources, WHI, health outcomes, gender, culture
- Qualitative data collection
 - Semi-structured interviews, topic-list
- Data collection: 2010, 2012
- Sample: nurses, doctors, teachers

Writing the papers...

- Quantitative:
 - predictors to WHI; WHI to health outcomes
- Qualitative
 - predictors to WHI; WHI to health outcomes
- Mixed methods



Zooming into the quantitative paper (predictors to WHI)...

- Design: Cross sectional survey
- Sample size: Malta (n=720); Serbia (n=595)
- Sex: Malta (65% W); Serbia (85% W)
- Response rate: Malta (71%); Serbia (52%)
- Validated scales and one-item questions
- Analyses: independent samples *t*-test, Chi-square tests, hierarchical linear regression

Some preliminary results (Serbia/Malta)

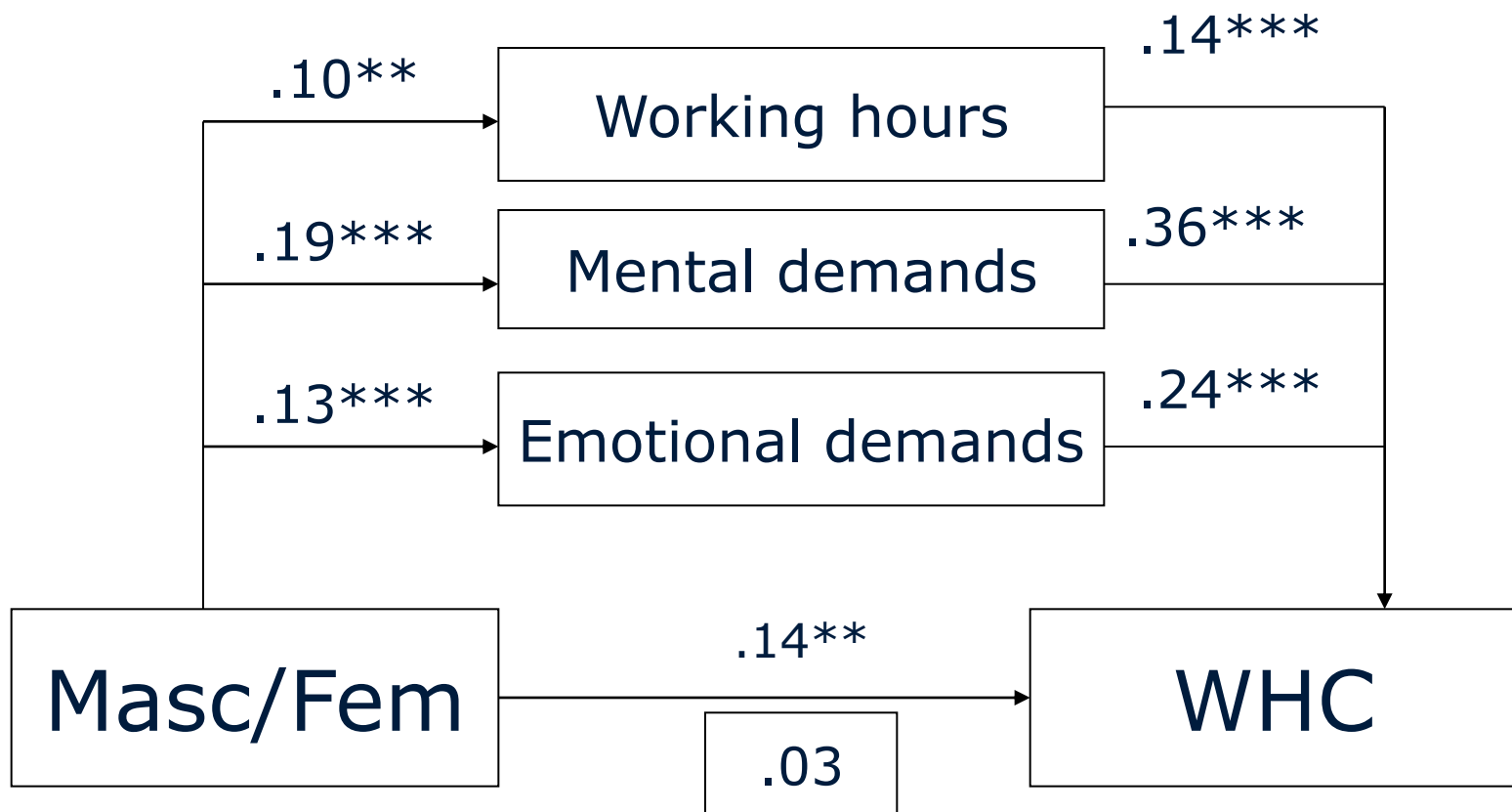
| <i>Variable</i> | <i>Malta</i> | <i>Serbia</i> | <i>Compare groups</i> |
|--|---|--|--------------------------|
| Profession | 62% nurses 19% doctors 19% teachers | 44% nurses 17% doctors 39% teachers | $\chi^2(2)=64.98^{***}$ |
| Age | Between 36-40 years | Between 41-45 | $\chi^2(7)=120.04^{***}$ |
| Working in the current organization (yrs) | Between 6-10 years | Between 11-15 years | $\chi^2(7)=87.96^{***}$ |
| Working in the current position (yrs) | Between 3-5 years | Between 6-10 years | $\chi^2(7)=78.92^{***}$ |
| Supervisory role (Yes) | 51.0% | 17.3% | $\chi^2(1)=171.10^{***}$ |
| Child below age 12 (Yes) | 30.7% | 29.1% | $\chi^2(1)=.32$ ns |
| Partner job (Yes) | 5.7% (part-time); 62.5% full-time | 2.4% (part-time); 59.3% (full-time) | $\chi^2(3)=17.50^{**}$ |
| Illness in the household (No) | 79.4% | 63.2% | $\chi^2(3)=44.82^{***}$ |
| Care of member outside home (No) | 83.3% | 46.3% | $\chi^2(3)=216.23^{***}$ |
| Living with | 46% partner & children 25% another structure 20% with partner 7% alone 2% with children | 54% partner & children 17% another structure 14% with partner 10% alone 5% with children | $\chi^2(4)=30.86^{***}$ |
| Main responsible for planning household duties | 42.4% (I) 6.4% (partner) 16% (we share) 15.8% (3 rd member of the family) | 61.1% (I) 5.2% (partner) 19.5% (we share) 6.8% (3 rd member of the family) | $\chi^2(5)=85.40^{***}$ |

Some preliminary results (Serbia/Malta)

| <i>Variable (range; unfavourable score)</i> | <i>Malta (n=720)</i> | | <i>Serbia (n=595)</i> | | <i>Compare means</i> | <i>Compare % unfavourable</i> |
|---|----------------------|--------------|-----------------------|---------------|-------------------------|-----------------------------------|
| | <i>mean</i> | <i>% unf</i> | <i>mean</i> | <i>% unf.</i> | | |
| Working hours | 46 | NA | 40 | NA | $t(1179.69)=9.08^{***}$ | NA |
| Mental demands (1-4; >2.5) | 2.85 | 65.1 | 2.76 | 58.9 | $t(1311)=2.64^{**}$ | $\chi^2(1)=5.27^*$ |
| Emotional demands (1-5; >.3.5) | 3.07 | 23.3 | 3.24 | 35.0 | $t(1302)=-4.42^{***}$ | $\chi^2(1)=21.11^{***}$ |
| WHC (1-4; >2.5) | 2.19 | 24.8 | 2.11 | 19.9 | $t(1307)=2.62^{**}$ | $\chi^2(1)=4.44^*$ |
| HWC (1-4; .2.5) | 1.64 | 4.7 | 1.48 | 1.0 | $t(1308.79)=6.16^{***}$ | $\chi^2(1)=15.19^{***}$ |
| Power distance ^a (0-100; NA) | 36.28 | NA | 38.65 | NA | $t(1237)=-.82ns$ | NA |
| Masc/fem Hofstede ^a (0-100; NA) | 41.56 | NA | 34.37 | NA | $t(1229)=2.10^*$ | NA |

| Variables | Total sample (n=1315) | | | | |
|---------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| | Beta | Beta | Beta | Beta | Beta |
| <i>Model 1: Country</i> | -0.05 | -0.02 | .03 | .01 | -0.01 |
| -country | | | | | |
| <i>Model 2: Culture and sex</i> | | | | | |
| -Power distance(Hofstede) | | -0.05 | -0.05 | -0.01 | -0.02 |
| -Maculin/femin(Hofstede) | | .14** | .13*** | .03 | .03 |
| -sex | | -0.05 | -0.06 | -0.01 | -0.02 |
| -masculinity | | -0.05 | -0.07 | -.12*** | -.11*** |
| -femininity | | .03 | .03 | .03 | .04 |
| <i>Model 3: Demographics</i> | | | | | |
| -age | | | -.11** | -0.05 | -0.05 |
| -living situation | | | -.03 | -0.05 | -0.02 |
| -profession | | | -.06* | .11*** | .11*** |
| <i>Model 4 : Work demands</i> | | | | | |
| -working hours | | | | .14*** | .16*** |
| -mental demands | | | | .36*** | .35*** |
| -emotional demands | | | | .24*** | .23*** |
| -supervisory role | | | | -0.00 | -0.01 |
| <i>Model 5: Home demands</i> | | | | | |
| -child<12 years | | | | | .09** |
| -household illness | | | | | .05 |
| -family friend illness | | | | | .03 |
| -partner job | | | | | .04 |
| -planning household | | | | | -.07* |
| <i>Results each model</i> | R ² Δ=.00 | R ² Δ=.01** | R ² Δ=.02*** | R ² Δ=.24*** | R ² Δ=.02*** |
| | Adj R ² =.00 | Adj R ² =.01 | Adj R ² =.02 | Adj R ² =.26 | Adj R ² =.27 |

Mediation Baron and Kenny



| <i>Variables</i> | <i>Total sample (n=1315)</i> | | | | |
|---------------------------------|------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| | <i>Beta</i> | <i>Beta</i> | <i>Beta</i> | <i>Beta</i> | <i>Beta</i> |
| <i>Model 1: Country</i> | -0.05 | -0.02 | .03 | .01 | -0.01 |
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| -sex | | -0.05 | -0.06 | -0.01 | -0.02 |
| -masculinity | | -0.05 | -0.07 | -.12*** | -.11*** |
| -femininity | | .03 | .03 | .03 | .04 |
| <i>Model 3: Demographics</i> | | | | | |
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| -working hours | | | | .14*** | .16*** |
| -mental demands | | | | .36*** | .35*** |
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| -supervisory role | | | | -0.00 | -0.01 |
| <i>Model 5: Home demands</i> | | | | | |
| -child<12 years | | | | | .09** |
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| <i>Results each model</i> | R ² Δ=.00 | R ² Δ=.01** | R ² Δ=.02*** | R ² Δ=.24*** | R ² Δ=.02*** |
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Conclusion/discussion

- Culture, rather than country related to WHC
- Masculinity protective against WHC
- Culture has an effect through work demands on WHC
- Effect of different professions and responsibility for household to be dummy coded to see precise effect on WHC

Further thinking needed...



- How to truly disentangle the effect of culture and the effect of gender
- Neat vs. comprehensive presentation of results (sex differences vs. country differences)

Thank you!

Comments, questions?

